

<b>Notice of Allowability</b>	Application No.	Applicant(s)
	09/895,977	CALDERARO ET AL.
	Examiner Peter Choi	Art Unit 3623

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address--

All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTOL-85) or other appropriate communication will be mailed in due course. THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS. This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308.

1.  This communication is responsive to the amendment filed 6/29/07, entered as an Examiner's amendment.
2.  The allowed claim(s) is/are 1,5-8,12-14 and 18-20.
3.  Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
  - a)  All
  - b)  Some\*
  - c)  None
 of the:
  1.  Certified copies of the priority documents have been received.
  2.  Certified copies of the priority documents have been received in Application No. \_\_\_\_\_.
  3.  Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)).

\* Certified copies not received: \_\_\_\_\_.

Applicant has THREE MONTHS FROM THE "MAILING DATE" of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application.  
**THIS THREE-MONTH PERIOD IS NOT EXTENDABLE.**

4.  A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient.
5.  CORRECTED DRAWINGS ( as "replacement sheets") must be submitted.
  - (a)  including changes required by the Notice of Draftsperson's Patent Drawing Review ( PTO-948) attached
    - 1)  hereto or 2)  to Paper No./Mail Date \_\_\_\_\_.
  - (b)  including changes required by the attached Examiner's Amendment / Comment or in the Office action of Paper No./Mail Date \_\_\_\_\_.

Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d).
6.  DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL.

#### Attachment(s)

1.  Notice of References Cited (PTO-892)
2.  Notice of Draftsperson's Patent Drawing Review (PTO-948)
3.  Information Disclosure Statements (PTO/SB/08),  
Paper No./Mail Date \_\_\_\_\_
4.  Examiner's Comment Regarding Requirement for Deposit  
of Biological Material
5.  Notice of Informal Patent Application
6.  Interview Summary (PTO-413),  
Paper No./Mail Date \_\_\_\_\_
7.  Examiner's Amendment/Comment
8.  Examiner's Statement of Reasons for Allowance
9.  Other \_\_\_\_\_.



TARIQ R. HAFIZ  
SUPERVISORY PATENT EXAMINER  
TECHNOLOGY CENTER 3600

#### **EXAMINER'S AMENDMENT**

1. An examiner's amendment to the record appears below. Should the changes and/or additions be unacceptable to applicant, an amendment may be filed as provided by 37 CFR 1.312. To ensure consideration of such an amendment, it MUST be submitted no later than the payment of the issue fee.

Authorization for this examiner's amendment was given in a telephone interview with Leslie Van Leeuwen on June 29, 2007.

The application has been amended as follows:

1. (Currently Amended) A computer-implemented method for analyzing attrition risk for employees, said method comprising:  
receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;  
storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;  
retrieving actual employment data for each of the selected employees in the employee profile data areas; [[and]]  
analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees[.];  
retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;  
calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;

retrieving contribution data included with the actual employment data corresponding to the selected employees;  
assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee;  
displaying a summary corresponding to each risk quadrant;  
displaying a plurality of groupings;  
receiving a risk quadrant selection and a grouping selection from the user;  
summarizing employee profile data assigned to the selected risk quadrant using the selected grouping creating a second summary; and  
displaying the second summary.

2. (Canceled)
3. (Canceled)
4. (Canceled)
5. (Currently Amended) The computer-implemented method as described in claim [[3]] 1 further comprising:  
selecting one of the risk quadrants;  
determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and  
modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
6. (Currently Amended) The computer-implemented method as described in claim 5 further comprising:  
reassigning the risk quadrants for the one or more selected employees in response to the modified incentive data; and  
displaying [[a]] the second summary corresponding to each risk quadrant.

7. (Previously Presented) The computer-implemented method as described in claim 1 further comprising:  
identifying one or more of the selected employees with a high contribution level and a high attrition risk;  
displaying the identified employees to the user;  
determining whether to provide incentives to one or more of the identified employees; and  
revising incentive planning data corresponding to one or more of the identified employees in response to the determination.
8. (Currently Amended) An information handling system comprising:  
one or more processors;  
a memory accessible by the processors;  
one or more nonvolatile storage devices accessible by the processors; and  
an attrition risk tool to analyze attrition risk of employees, the attrition risk tool including:  
means for receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;  
means for storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;  
means for retrieving actual employment data for each of the selected employees in the employee profile data areas; [[and]]  
means for analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees[[.]];  
means for retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;

means for calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;

means for retrieving contribution data included with the actual employment data corresponding to the selected employees;

means for assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee;

means for displaying a summary corresponding to each risk quadrant;

means for displaying a plurality of groupings;

means for receiving a risk quadrant selection and a grouping selection from the user;

means for summarizing employee profile data assigned to the selected risk quadrant using the selected grouping creating a second summary; and

means for displaying the second summary.

9. (Canceled)
10. (Canceled)
11. (Canceled).
12. (Currently Amended) The information handling system as described in claim [[10]] 8 further comprising:  
means for selecting one of the risk quadrants;  
means for determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and  
means for modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
13. (Previously Presented) The information handling system as described in claim 8 further comprising:

means for identifying one or more of the selected employees with a high contribution level and a high attrition risk;

means for displaying the identified employees to the user;

means for determining whether to provide incentives to one or more of the identified employees; and

means for revising incentive planning data corresponding to one or more of the identified employees in response to the determination.

14. (Currently Amended) A computer program product stored in a computer operable media for analyzing employee attrition risk, said computer program product comprising:
  - means for receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;
  - means for storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;
  - means for retrieving actual employment data for each of the selected employees in the employee profile data areas; [[and]]
  - means for analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees[.].;
  - means for retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;
  - means for calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;
  - means for retrieving contribution data included with the actual employment data corresponding to the selected employees;

means for assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee;  
means for displaying a summary corresponding to each risk quadrant;  
means for displaying a plurality of groupings;  
means for receiving a risk quadrant selection and a grouping selection from the user;  
means for summarizing employee profile data assigned to the selected risk quadrant using the selected grouping creating a second summary; and  
means for displaying the second summary.

15. (Canceled)
16. (Canceled)
17. (Canceled)
18. (Currently Amended) The computer program product as described in claim [[16]]  
14 further comprising:  
means for selecting one of the risk quadrants;  
means for determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and  
means for modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
19. (Currently Amended) The computer program product as described in claim 18 further comprising:  
means for reassigning the risk quadrants for the one or more selected employees in response to the modified incentive data; and  
means for displaying [[a]] the second summary corresponding to each risk quadrant.

20. (Previously Presented) The computer program product as described in claim 14 further comprising:
- means for identifying one or more of the selected employees with a high contribution level and a high attrition risk;
- means for displaying the identified employees to the user;
- means for determining whether to provide incentives to one or more of the identified employees; and
- means for revising incentive planning data corresponding to one or more of the identified employees in response to the determination.
2. The following is an examiner's statement of reasons for allowance: The cited prior art taken alone or in combination, fails to teach the claimed invention set forth in claims 1, 5-8, 12-14, and 18-20. Specifically, the invention as set forth in the claims, is directed to analyze attrition risk for employees by retrieving risk planning factor including motivators and inhibitors, individually calculating flight risk for employees, retrieving employee contribution data, and assigning each employee to a risk quadrant based on their flight risk and contribution levels, and allowing users to select risk quadrant section and a grouping selection to display summarized employee profile data assigned to the selected risk quadrant using the selected grouping.

The closest prior art, Paizis (US Patent #6,338,042) teaches using employee evaluation data along with target pay levels from managers to evaluate pay raises for employees. However, Paizis fails to teach the use flight risk planning factors (i.e., motivators and inhibitors), calculating employee flight risk, and placing employees into a risk quadrant based on the calculated employee flight risk and retrieved employee

contribution data. Paizis also does not allow users to select risk quadrant sections or grouping selections to display summarized employee profile data assigned to the selected risk quadrant using the selected grouping.

Any comments considered necessary by applicant must be submitted no later than the payment of the issue fee and, to avoid processing delays, should preferably accompany the issue fee. Such submissions should be clearly labeled "Comments on Statement of Reasons for Allowance."

### ***Conclusion***

3. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

Powers et al. (WO9959093A1) teaches a performance evaluation method within an enterprise.

Levy (US Patent #7,233,971) teaches a system and method for analyzing work activity and valuing human capital.

D'Alessandro (US Patent #6,556,974) teaches a method for evaluating current business performance.

Haq et al. (US Patent #6,275,812) teaches an intelligent system for dynamic resource management, linking job functions and skill sets to evaluate employee skills.

Havens (US Patent #5,924,072) teaches a knowledge management system and method.

Tremaine (US Patent #5,819,231) teaches a compensation planning tool and method.

Richardson et al. (US Patent #7,069,229) teaches a method and apparatus for planning and monitoring multiple tasks and employee work performance based on user defined criteria and predictive ability.

Mann et al. (USPGPub 2002/0019765) teaches a method for performance measurement and management.

Powers et al. (US Patent #6,604,084) teaches a system and method for generating an evaluation in a performance evaluation system.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Peter Choi whose telephone number is (571) 272 6971. The examiner can normally be reached on M-F 8-5.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq Hafiz can be reached on (571) 272-6729. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

PC

July 8, 2007



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